

19 October 1979

TO: DD/PERS P & C

SUBJECT: Identification of Certain Impacts in OP with Implementation of
the SIS

MARY:

1. Representatives of PMCD, CD and ODP met on 18 October and initiated discussions about the expected impact(s) within OP--conversion of current position levels to SIS positions levels, processing of personnel actions, maintenance and preparation of strength statistics and reportings--upon implementation of the SIS in the Agency. Needless to say, more questions and comments relating to problem areas were identified than solutions! It was obvious that the participants in this session did not possess or know of certain management decisions either made or to be made. Primarily, I believe, the area concerning position designation and assignments controls are particularly uncertain to PMCD. Within Control Division, comment was made about the difficulties that would be encountered by implementing SIS in the current operating personnel systems--3 outmoded and inflexible computer systems; lesser impact could be expected and more easily handled if implementation was after the PERSIGN II program was in operation, i.e., latter part of January 1980. ODP's problems centered on the setting of priorities which in turn would permit allocation of their limited manpower resources. Also highlighted was the key role of the Office of Finance in this matter, and to our best knowledge, OF has no SIS implementation schedule for pay levels, and they too would prefer beginning in the new year.

2. Recognizing realities and the need to be practical brought about a suggested way to handle the immediate situation: The workload impacts on TRB and SRB since the procedures essentially require manual operations:

TRB:

- a. Receipt of 1152's from components.
Assumption: Nature of action, position data, legends, etc, are developed and approved for SIS employees.
- b. Manual preparation of #1150.
These are chronocopies, nothing goes to computer. Distribution is to Office of Finance*, Component, Employee, OPF and SRB.

*Note: OF apparently had problem accepting and acting on chrono copy of #1051 in connection with the recent Physicians Pay Comparability exercise.

SRB:

- a. No record basis exists, at this time, to create automated reports involving SIS.

- b. Current supergrade reports will need to be revised and reprogrammed.
- c. Logic and rules for computing and producing CSGA will need to be modified.
- d. Numerous statistical tabulations involving grade level will need to be changed.
- e. Current strength and ceiling control procedures will be affected.

3. What I have given above is, of course, a generalized description of steps involved and undoubtedly there are other requirements--ADRB and ODP--which will complicate execution, at least initially. In continuation of their fine tradition, I am sure TRB, SRB and ADRB will accommodate and accomplish the needs of the service.

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4. C/PMCD will probably outline and convey his estimate and recommendations of the implementation problems. I talked with [REDACTED] C/Compensation Division, OF, and he stated he is seeking information about SIS implementation, and if I understood him correctly, he has requested appropriate SIS briefing from DD/PERS. In addition to establishing the format of the #1152, decisions are required about: probationary period and appointment legends, completion of trial period, salary retention, if removed from SIS, performance awards, etc.

5. I am sure you have anticipated and considered much of the above and will agree that all essential parties concerned be briefed and advised about proceeding (in some manner). For immediate OP accommodation, the option appears to be as noted in para 2, with improvements to come with appropriate modification to PERSIGN II after it is in operation.

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